



# MANJUSHRI BUDDHIST CENTRE

40 Wason St, Milton, NSW, 2539

## Child Safe Code of Conduct

### MANJUSHRI BUDDHIST CENTRE

#### CODE OF CONDUCT

**We are committed to creating and maintaining an environment that promotes the safety of all children. This includes encouraging a culture where the prevention and reporting of abuse is supported and encouraged. All staff and volunteers are responsible for promoting the safety, wellbeing and empowerment of children.**

This Code of Conduct sets expectations for how adults in our centre should behave around children. This is important to help prevent children from being harmed. Child abuse takes many forms and can include physical, sexual and psychological abuse, ill-treatment and neglect. Our *Child Safe Policy* provides more information about these different types of abuse.

This Code of Conduct identifies positive child safe behaviours that we encourage all adults to support. It also identifies behaviours that we consider unacceptable. Engaging in unacceptable behaviour is a breach of this Code of Conduct and may result in managerial or disciplinary action.

Some examples of concerning behaviours are also provided below. These are behaviours that on their own may not constitute a breach of the Code of Conduct but together may indicate a pattern of behaviour that poses a risk to the safety of children.

**I WILL:**

- Treat all children and young people with respect
- Listen to and value children and young people's ideas and opinions
- Welcome all children and their families and carers by being inclusive
- Actively promote cultural safety and inclusion
- Listen to children and respond to them appropriately
- Adhere to all relevant Australian and NSW legislation and our child safe policies and procedures
- Participate in all compulsory training
- Raise concerns with the committee if risks to child safety are identified, including cultural, environmental and operational risks
- Report and act on any concerns or observed breaches of this Code of Conduct
- Take all reasonable steps to protect children from abuse
- Respect the privacy of children and their families by keeping all information about child protection concerns confidential
- Inform parents and carers if there are situations that need to be safely managed but are outside the boundaries of this Code of Conduct (such as driving a child to an activity or undertaking one-on-one education sessions)
- Take a child seriously if they disclose harm or abuse
- Ensure breaches of this Code are reported immediately
- Uphold the rights of the child and always prioritise their needs

**I WILL NOT:**

- Condone or participate in illegal, unsafe or abusive behaviour towards children, including physical, sexual or psychological abuse, ill-treatment, neglect or grooming
- Ignore or disregard any concerns, suspicions or disclosures of child abuse
- Exaggerate or trivialise child abuse issues
- Use hurtful, discriminatory, or offensive behaviour or language with children
- Fail to report information to police if I know a child has been abused
- Engage in unwarranted and inappropriate touching involving a child
- Persistently criticise and/or denigrate a child
- Deliberately prevent a child from forming friendships
- Verbally assault a child or create a climate of fear
- Offer children and young people alcohol, cigarettes or other drugs
- Show children pornographic images
- Share details of sexual experiences with a child
- Use sexual language or gestures in the presence of children

## Commitment to child safety

### I understand the following types of behaviour may be of concern:

- Being alone with a child when there is no professional reason for doing so
- Showing favour to one child over another
- Babysitting, mentoring and/or tutoring a child out of school hours without parental approval

All families, members and committee members of Manjushri Buddhist Centre are encouraged to speak up if they have concerns about the safety of children. Complaints about a breach of this Code of Conduct must be reported to our President, Anthony Grenfell. Anthony can be contacted on:

**Mobile number – 0450 214 749**

**Or via**

**Email – [mbcmilton@gmail.com](mailto:mbcmilton@gmail.com)**

Some breaches of this Code of Conduct may need to be reported to the NSW Police, the Department of Communities and Justice and the Office of the Children's Guardian. Our Complaint Handling Policy provides more information about our reporting obligations to external authorities as well as describing protections and confidentiality provisions for anyone making a report. The policy can be accessed via a link in our monthly Newsletter or by requesting it through email:

**[mbcmilton@gmail.com](mailto:mbcmilton@gmail.com)**

Committee Members and Volunteers who breach our Code of Conduct may also be subject to disciplinary action. This can include removal from the SRE program and Leading activities held at the centre.

### **PLEASE NOTE:**

An adult in child related work in an organisation will commit an offence if they know another adult there poses a serious risk of abusing a child (under 18 years of age), and they have the power to reduce or remove this risk, and they negligently fail to do so.

All adults in NSW are required to report information to police if they know, believe or reasonably ought to know that a child (under 18 years of age) has been abused.

**Signature**

I have read this Code of Conduct and agree to abide by it and its terms.

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Last reviewed: Jan 2024

Next review date: Jan 2025

Responsible officer: Secretary